A CAREER
IN THE ARMED FORCES



1951

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GOVERNMENT OF INDIA
MINISTRY OF DEFENCE

Service in the Defence Organization of their country has a special and quite understandable attraction for the younger generation Fortunately the Defence Organization of our country can offer both a wide choice of careers and an excellent system of training to fit oneself for such careers In this small pamphlet an attempt has been made to compile information relating to these two points as well as on other connected points such as pay scales and prospects of promotion which should help the young (as also their parents and guardians) in making up their mind as to the career they should choose for themselves

(H M Patel)
Secretary

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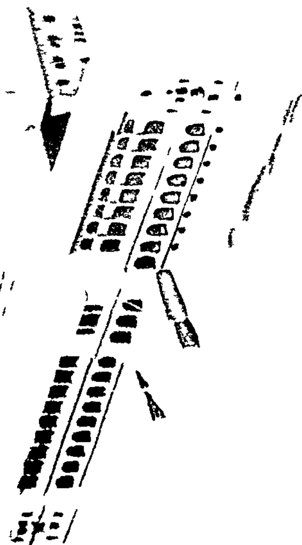
NATIONAL DEFENCE ACADEMY

THE future officers of India's Armed Forces are trained at the National Defence Academy. They may intend eventually to join the Army, the Navy or the Air Force, but they all be in their training at this Academy which is a school for officers of all the three services.

One of the most important lessons of World War II was the need for close inter-service co-operation for success in modern warfare. India has made sure that this lesson is firmly inculcated in its Defence Services by initiating the unique experiment of giving common basic training to the officers to be of all the three services—Army, Navy and Air Force. In this direction she leads the world.

The Government of India decided a few years ago to establish a National Defence Academy at Khadakwasla near Poona to serve as the sole channel for the recruitment of officers to the three services. Work on this project has been in progress since October 1949, but it will inevitably take some years for construction to be completed.

Meanwhile an experimental National Defence Academy giving combined initial training to future officers of India's Armed Forces evolved by the addition of a Joint Services Wing to the Indian Military Academy has been functioning in Dehra Dun since January 1949. This will be shifted from its present temporary location to its permanent premises at Khadakwasla as soon as the buildings there are ready for occupation.



expected to take an active interest in outdoor exercise and social activities and great stress is laid on character building and leadership

Mode of Admission

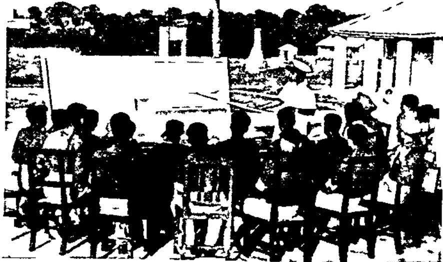
Courses at the J S W start in January and July Competitive entrance examinations for these are conducted by the Union Public Service Commission at various centres in India about six months before their commencement Notifications or advertisements inviting applications are issued by the U.P S C ordinarily in March April and September October Qualified candidates have to appear before a Services Selection Board for final interview

The age limits for Army and Air Force cadets are 15 to 17½ years and for Navy cadets 15 to 17 years on the first day of the month in which the course is scheduled to start A pass in the Matriculation examination or its equivalent is the minimum educational qualification required of a candidate applying for admission to the J S W



Th A ademy's l b y pro d books n a vari ty f subj ct

(Candidates who have appeared or intend to appear at the Matriculation or equivalent exami



A naval class of the Joint Services Wing

JOINT SERVICES WING

The Joint Services Wing at the National Defence Academy provides a magnificent opportunity to any young man who wishes to serve his country by joining the Armed Forces Here cadets for the three services receive identical pre-commission training for a period of two years

The common course of studies at the J S W has been so designed as to cover academic in addition to military subjects and the standard roughly corresponds to the Intermediate examination of an average university During the most impressionable period of their lives the cadets here learn comradeship sportsmanship and man management as qualities necessary to implement their military training Besides their academic studies they are

the Scheduled Castes or Scheduled Tribes) with the application A refund of Rs 30 (Rs 7-8 in the case of candidates belonging to the Scheduled Castes or Scheduled Tribes) is however made to a candidate who obtains 30 per cent or more marks in the aggregate and to those who are not admitted to the examination The U P S C may at their discretion remit the prescribed fee where they are satisfied that the applicant is a *bona fide* displaced person and is not in a position to pay the prescribed fee



Physical training is part of the cadets daily routine

nation may also apply Such candidates will be accepted provisionally and the successful among them will be required to furnish proof of their having passed the said examination before they join the J S W)

The other conditions of eligibility for admission are as follows

(1) Candidates must be unmarried or widowers without children

(2) In order to qualify candidates must secure 40 per cent of the aggregate marks and 33⅓ per cent marks in each separate subject at the entrance examination

(3) A candidate is required to pay a fee of Rs 37 8 (Rs 9 6 in the case of candidates belonging to

whose favour a declaration of eligibility has been issued by the Government of India can also seek entry into the Military Wing

The Military Wing does not produce finished officers Those commissioned after passing out of the Military Wing have to attend co-ordinated service school courses

Refashioned from the I M A the M W at present offers two types of courses—(a) normal bi annual entry and (b) technical university graduates annual entry The duration of the former is two years and that of the latter one year

Normal Bi annual Entry

Though the regular six monthly courses in January and July are now mainly fed by Army cadets turned out by the J S W direct entry to them will continue for the present

The a e limits for direct admission to such courses are 18 to 21 for civilians and 18 to 24 for serving army per sonnel and 19 to 21 years for N C C cadets on the first day of the month in which the courses are due to open The minimum educational qualification prescribed is the inter mediate standard or its equivalent for civilians the matri culation or its equivalent for serving personnel and B A or its equivalent for cadets of the N C C

Candidates who have appeared or intend to appear in an examination the passing of which will render them eligible for admission into the Academy may also apply Such candidates will be accepted provisionally and the successful among them will be required to furnish proof of their having passed the said examination before they join the M W

INDIAN ARMY

THE Indian Army is a complex organization representing a wide variety of trades and offering different types of employment

Recruitment is no longer based on distinctions of caste or creed but strictly on competitive merit No discrimina tion is allowed between martial and non martial classes and the old class composition is being gradually removed

The main arms and services comprising this service are (*a*) Armoured Corps (*b*) Artillery (*c*) Corps of Engineers (*d*) Corps of Signals (*e*) Infantry (*f*) Army Service Corps (*g*) Ordnance Corps (*h*) Corps of Electrical and Mechanical Engineers (*i*) Army Medical Corps and (*j*) Remounts Veterinary and Farm Corps Among the other minor branches are (1) Education Corps (2) Corps of Military Police (3) Intelligence Corps (4) Postal Corps and (5) Dental Corps

N D A MILITARY WING

Recruitment to the officer cadre of the Army is made through the Military Wing of the National Defence Academy Dehra Dun where the cadets acquire a funda mental knowledge of all branches of this service in two years

Admission to the M W is open to all citizens of India or subjects of Nepal regardless of their caste creed or community A subject of Sikkim or of a Portuguese or French Possession in India or any other individual in

whose favour a declaration of eligibility has been issued by the Government of India can also seek entry into the Military Wing

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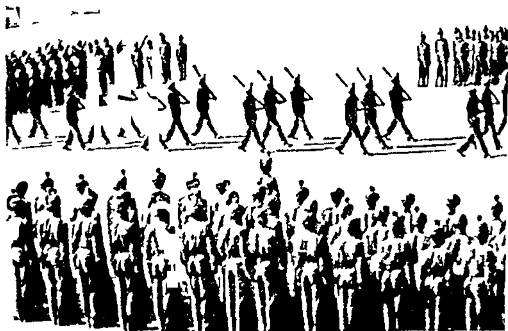
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Candidates who have appeared or intend to appear in an examination the passing of which will render them eligible for admission into the Academy may also apply Such candidates will be accepted provisionally and the successful among them will be required to furnish proof of their having passed the said examination before they join the M W

Candidates except N C C Cadets for direct entry into the M W are required to qualify at an entrance examination conducted by the Union Public Service Commission which gauges their academic attainments and later to appear for scientific and psychological tests before a Services Selection Board for assessment of their potentialities as officers The other conditions of eligibility for admission to the M W are the same as in the case of the J S W

To be eligible a cadet of the N C C must have served for not less than 3 years in the Senior Division of the N C C and must be in possession of certificate C His application should be submitted to Adjutant General s Branch Army Hqrs through Officers Commanding N C C Unit and N C C Directorate Ministry of Defence

THE GREAT DAY *Pass g out parade of cadets of the*

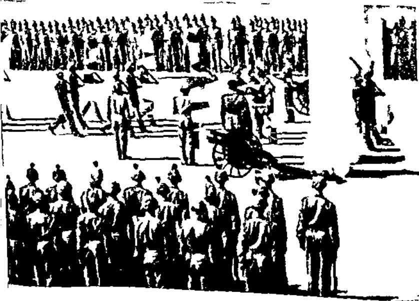


Period of training for candidates other than cadets of the N C C is two years For N C C cadets the period of training is one year

Technical Graduates Course

The university technical graduates course started in January 1948 was specially introduced as a temporary measure to give military training to qualified engineers and technicians for the Corps of En_ineers the Corps of Signals and the Corps of Electrical and Mechanical Engineers This course will also be abandoned after a few years when the present deficiency of officers in the technical branches is made up and they will thereafter be recruited onl\ throu h the J S W whenever required for the different rms and ervices

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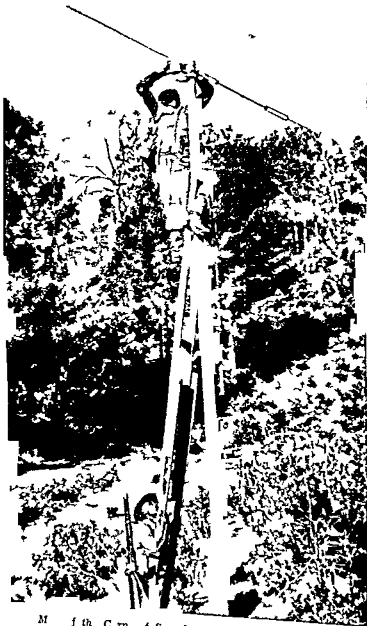
A Corps of Engineers Unit building a new road through hilly country

The age limits for this course are 20 to 27 years on the first day of the month in which the course is due to begin Married candidates are eligible to apply though preference is given to those who are not married but marriage is not permissible during the period of training Applications are invited by the Selection of Personnel Directorate at Army Hq and eligible candidates are called up for a final interview before a Services Selection Board

The educational qualifications laid down are as follows

1 Corps of Engineers

A candidate must have passed—



M f th C rp f S g al r pa ng a t legraph l ne

(a) Section A and B of the Associate Membership Examination of the Institute of Engineers (India) or such other examination as is accepted by the Institute in exemption thereof or must possess any of the following
(i) final passing out certificate from I M N T S Dufferin (ii) Second Mates B O T (Board of Trade) ticket or a certificate of completion of apprenticeship from a recognized Marine Engineer Workshop as required by the B O T

(b) first or second class Engineers Certificate of competency awarded by the B O T and

(c) a degree in Marine Engineering

2 Corps of Signals

A candidate must possess either—

(a) an engineering degree of a recognized university with Line or Wireless Communication as one of the subjects or

(b) a degree of a recognized university in Applied Physics Physics and Mathematics supplemented by a diploma of a recognized telecommunication institute in Radio Engineering or

* (c) a first class honour degree in Physics honour degree in Physics or a first class degree of a recognized university with Physics as one of the subjects or

(d) an M Sc degree in Physics or Applied Physics of a recognized university Candidates with Wireless or Line Communication for one of the subjects will be given preference or

Note (i) A first class degree in Physics will be accepted [illegible] of such universities as do not run an honours course

Note (ii) A general honours degree will be accepted only of such universities as do not award classes in their honours degree examinations.

(e) a graduateship of the Institute of Electrical Engineers (U K) with Line or Radio Communication for one of the subjects in Section B or

(f) an Associate Membership of the Institute of Engin ers (India) with Electrical Communication Engineering for one of the subjects in Section B or such other tele communication qualification as would exempt a candidate from Sections A and B of the Institute

3 Corps of Electrical and Mechanical Engineers

A candidate must have passed—

(a) Parts A and B of the Associate Membership Examination of the Institute of Engineers (India) L
by the I

(b) a degree ı
ing of a gnızeu university or

(c) a first class honours degree in Physics an honours degree in Physics or a first class degree of a recognized university with Physics as one of the subjects preferably with basic studies in Radar or

(d) an M Sc degree in Physics or Applied Physics of a recognized university preferably with basic studies in Padar

4 Corps of Remounts Veterinary and Farms Corps (Farms Wing)

A candidate must hold a degree in Agriculture of a recognized university supplemented by the Indian Dairy

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Diploma or must have passed an equivalent foreign examination in Agriculture supplemented by a foreign qualification in Dairying or by the I D D

Cost of Training

While the cost of training at the Joint Services and Military Wings of the Defence Academy including accommodation board books uniforms and medical treatment are borne by the Government candidates are expected to meet their own pocket expenses These expenses are not likely to exceed Rs 30 per month in the case of cadets of the J S W and Rs 40 p m in the case of cadets of the Military Wing In cases however where the income of a cadet s parents or guardian is below Rs 300 per mensem suitable financial assistance is granted by the Government on application provided the District Magistrate concerned recommends it

Service Conditions

On the successful completion of two years training at the Military Wing of the Defence Academy the Army cadets are commissioned in the rank of Second Lieutenant Promotion up to the rank of Major is by time scale as follows

Second Lieutenant to Lieutenant—after two years service from the date of final commission

Lieutenant to Captain—after six years service

(Acting rank of Captain may be granted after three years service)

Captain to Major—after 13 years service

(Acting rank of Major may be granted after five years service)

Promotion to the rank of Lieutenant Colonel is by selection to fill vacancies in fixed establishments Further promotions are also dependent on merit

PAY AND ALLOWANCES

The rates of pay in force at present are given below

(i) *Second Lieutenant to Lieutenant Colonel*

Y f S rv c	2 d L ut	L ut	C pta n	Majo	Lt C l
	Rs.	Rs	R	Rs	Rs
1	350				
2	(b) 350				
3		(a) 400			
4		400	(a) 450		
5		450	500		
6		(b) 450	500		
7			550		
8			55		
9			600		
10			600	(a) 700	
11			650	750	
12			650	750	
13			(b) 700	800	
14				850	
15				900	
16				900	(a) 1 100
17				950	1 150
18				950	1 150
19				1 000	1 200
20				1 000	1 200
21				1 050	1 250
22					1 300
					1 350
					(b) 1 400

( ) Minimum at f the nk.
(b) M ximum rat f the rank.

(ii) *Colonels and above—*

	Rupees per month
Colonel	1 450 50 1 550
Brigadier	1 650 100 1 800
Maj Gen	2 250
Lt Gen	2 750
General	3 000

N B—In addition to pay according to rank an officer receives at present the following allowances

(a) Dearness allowance ranging from Rs 70 to 100 p m according to the rank held or pay drawn
(b) Compensatory or local allowance from Rs 50 to 100 p m in the event of the officer being stationed in Bombay or Calcutta
(c) A kit allowance of Rs 30 p m (up to and below the rank of Brigadier only)
(d) A special disturbance allowance at Rs 30 p m (up to and below the rank of Brigadier only)

In addition officers are eligible for more allowances as and where admissible subject to the existing rules and regulations

Direct Commissions

Direct regular commissions are granted in certain corps of the Army on the recommendation of their respective selection boards which assess the candidates potentialities as would be officers and see if they satisfy all the necessary conditions

Medical Corps

A candidate applying for a commission in the Army Medical Corps must possess an Indian medical qualification recognized under the Indian Medical Council Act 1933 and



M f th A my M d l C p att d g t a u u d d ld r

be registered in the Republic of India under one of the State Medical Acts or possess a foreign medical qualification recognized by the Medical Council He must be below the age of 28 years on the date of application but this age limit may be extended up to 32 years in the case of those possessin additional post graduate qualifications

In the case of candidates possessing high post graduate qualifications and holding an approved whole time appoint ment in a reco nized civil hospital the commission can be antedated up to a maximum period of 18 months

The following are tne rates of pay

Y f Ser	L t	C pt	M j	L ut C l n l
	R	R	R	Rs
1	400	450		

(ii) *Colonels and above—*

	Rupees per month
Colonel	1 450 50 1 550
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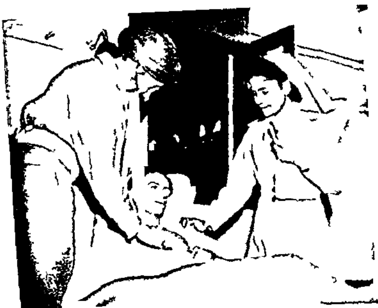
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A u e i tte da wh l a docto x mi es p ti t

According to the rules governing recruitment candidates must be between the ages of 18 and 30 years and be unmarried or widows without encumbrances the minimum educational qualification being Matriculation or an equivalent standard They must be nationals of India by birth or domicile or possess a nationality certificate under the rules prescribed by the Government of India They are also required to produce satisfactory references of character

The selection of candidates for training is made by a board special attention being paid to physical fitness only those declared to be in Medical Category A are sent up During the training period they are provided with free board and lodging and are entitled to travelling concessions In addition they receive a stipend in the scale of

On first commission appointment is made in the rank of Sister which is equivalent to Lieutenant The different ranks and scales of pay in the M N S are as follows

Ranks in M N S	*Equivalent Rank in Army*	
Sister	Lieutenant	Rs 225 10 275
Senior Sister	Captain	300 10 -400
Matron	Major	425 12½ 500
Principal Matron	Lt Colonel	650
Chief Principal Matron	Colonel	750

Sisters are promoted to the substantive rank of Senior Sister after the completion of nine years reckonable commissioned service provided they are recommended for such promotion Senior Sisters are eligible for promotion to Matron if they have served for a minimum of one year in the substantive rank of Senior Sister and have had charge of a small hospital for at least six months

Dearness allowance (minimum Rs 40 maximum Rs 75) and a special disturbance allowance of Rs 30 p m are also admissible Officers of and below the rank of Matron in addition receive qualification pay of Rs 30 p m if they pass the necessary examination An initial outfit allowance of Rs 300 payable in advance and thereafter an annual uniform upkeep allowance of Rs 120 for each completed year of service are also granted Besides accommodation in quarters or messes and allied services like furniture lighting fuel water and electricity are provided free but messing charges have to be paid

PROBATIONARY TRAINING

As a temporary measure opportunities for women looking for a nursing career are provided in selected military hospitals where three-year courses of probationary training are held whereafter he trainees are granted regular commissions in the M N S

An applicant for commi sion in the Veterinary Wing of the Remounts Veterinary and Farms Corps must be a member of the Royal College of Veterinary Surgeons and be over 21 and under 28 years of age

The following are the rates of pay

Y s f S	L ut	C pt n	Majo	Li ut Colon l
	P	Rs	Rs	R
1	350			
2	400			
3	400	(a) 450		
4	(b) 450	500		
5		550		
6		550		
7		600	(a) 700	
8		650	750	
9		650	750	
10		(b) 700	800	
11			850	
12			900	
13			900	
14			950	
15			950	
16			1 000	
17			1 000	
18			(b) 1 050	(a) 1 100
19				1 150
20				1 150
21				1 200
22				1 200
23				1 250
24				1 300
25				1 350
				(b) 1 400

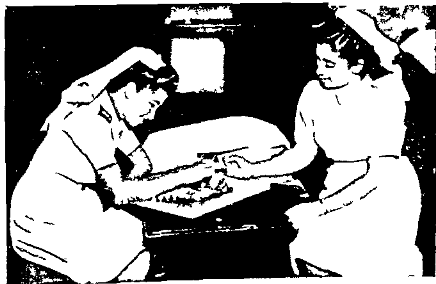
( ) Minimum r t f th nk
(b) M mum rate f th nk

Rs 30 5-40 and an initial uniform allowance of Rs 100 and thereafter Rs 60 annually for maintaining the uniform

Selected candidates are required to execute an agreement to the effect that after successfully completing their training and obtaining State Registration they will serve in the M N S for a minimum period of five years If a probationer nurse gets married while under training or during her first five years of service she is discharged and required to refund the entire cost of training

Personnel granted commission in the A M C and its M N S are liable for service in any part of the world and in any branch of the Armed Forces i e Army Navy or Air Force

Applications for the grant of commissions in the Medical Corps have to be addressed to the Director General of the Armed Forces Medical Service Ministry of Defence



Facilities for indoor and outdoor games are provided for nurses

(a) *Age limits*—Personnel serving in the Army mu t not be over 24 years of age on the first day of the month in which the course is due to commence

(b) *Educational qualifications*—Serving personnel must posses one of the following qualifications

(i) The Matriculation Examination of an Indian university

(ii) Indian Army Special Certificate Examination

(iii) Leading Aircraft Hand Examination

(c) Candidates must be unmarried or childless widowers and will not be allowed to marry or re-marry while under training at the National Defence Academy

Selected J C O s are granted honorary ranks of Lieutenant or Captain

Promotion in ranks is not given as a matter of course but is subject to selection All soldiers are afforded equal opportunity for promotion

Recruitment is made in the lowest rank i e as a sepoy or equivalent or as a boy This class of personnel are known as combatants Non fighting personnel such as barbers and washermen are also enrolled but they are known as non combatants (enrolled)

Each recruit is enrolled in a particular branch of the Army the establishment of which normally includes com batants of various categories boys and non combatants in varying numbers All combatant recruits are first trained as fighting soldiers and then given trade training for the particular branch for which they are selected

Enrolment of fresh recruits as combatants and other is carried out either by an officer of the recru t ng

...ilcers are constantly going

	Rupees per month
Colonel	1 450 50 1 650
Brigadier	1 700 100 1 800

J C Os and Other Ranks

Besides commissioned officers the Army has Junior Commissioned Officers (J C O s) Non Commissioned Officers (N C O s) Sepoys or equivalent Non Combatants (enrolled) and boys

Ranks of J C O s and N C O s in order of seniority are as under

J C O s—

Risaldar Major/Subedar Major
Risaldar/Subedar
Jemadar

N C O s—

*Dafadar Major/Havildar Major
Dafadar/Havildar
*Lance Havildar
Lance Dafadar/Naik
*Acting Lance Dafadar/Lance Naik

These are appointments and not ranks

No direct recruitment is made to J C O and N C O ranks they are promoted from N C O s and Sepoys or equivalent

J C O s N C O s and Sepoys are also qualified to apply for selection as commissioned officers subject to the conditions laid down in A I 24/S/48 as amended from time to time Main conditions are

man (Estimating and Design) Driver (Railway Engine) Foreman (Signals) Laboratory Technicians Lithographic Machine Erector Master Gunner Overseer (B and R) Machinist (Eaw M) Engineers Permanent Way Inspector Radiographer Serang Surveyor (Trigonometrical) Technical Instructor (Fir Control) and Traffic Operator

Group B—Artificer (Excavating Machinery) Assistant Security Officer AOC JCO only Blood Transfusion Orderly Clerk (General Duty) Clerk (Store) Clerks GD (SD) ASC Crystal Cutter Draughtsman (Lithographical) Dental Operating Room Assistant Dental Technician Dispenser Draughtsman (Field) Draughtsman (Mechanical) Draughtsman (Railway) Draughtsman (Topographical) Electrician (AFV) Electrician Engine Artificer Guard (Railway) Helio Worker Instructor ASC Telecommunication Mechanic Telegraph Mechanic Instrument Mechanic Instrument Mechanic (Teletype) Litho machine Minder Lithographer Prover Laboratory Assistant Line Mechanic Masseur Mental Nursing Orderly Operating Room Assistant Operator (Cipher) Photo Writer Photographer (Cartographic) Radio Mechanic Sanitary Assistant Saw Doctor Special Treatment Orderly Storeman (Technical) Surveyor (Field) Surveyor (Railway) Surveyor (Artillery) Surveyor (Topographical) Tool maker Vehicle Mechanic (AFV) and X ray Orderly

Group C—Armourer Battery Surveyor Breeding Overseer/Line Overseer Boiler maker Dipper Checker Draughtsman (Signals) Driver (Marine IC) Driver (Marine Steam) Electrical Fitter (AASL) Electrical Fitter (CA) Electrical Fitter (Sig) Electrician (MV) Elector Depositor Engine Fitter Machinist (EME) (Excavating Machinery Artillery) Operator (Excavating Machinery Engineers) Operator (Keyboard and Lines) Operator (Switchboard) Operator (Wireless and Keyboard) Electro-depositer Engine Fitter Farm Overseer Fitter Fitter Caser Fitter (Gun) Fitter (Petroleum)

round the country and their tour programmes are periodically advertised

As in the case of officers recruitment to the other ranks is open to all Indian citizens regardless of their caste creed or community

Age limits for enrolment are as under

Boys	*Combatants*	*Non Combatants (enrolled)*
Over 14 and under 15 years	17 to 25 years	17 to 35 years

The upper age limit for combatants required for training as tinsmith blacksmith bricklayer painter saddler tailor carpenter cook equipment and boot repairer is 30 years

Taking into account the functions of each arm the standards of physical fitness have been laid down for the different classes the average measurements being height 5 ft 1 in to 5 ft 6 ins weight 105 to 120 lbs and expanded chest 33 to 34 ins

If after satisfying all these requirements a recruit qualifies in medical and educational tests he is enrolled in the arm he elects to serve provided there are vacancies

Categories of Trades

For the purpose of pay combatants of various categories of fighting soldiers tradesmen and clerks are grouped into eight different groups each of which is divided into three or four classes The following are the various categories of trades by groups

Group A—Ammunition Examiner Armament Artificer Assistant Inspector in Gunnery Block Inspector Draughts

Orderly (G D) Pasker (A S C /Postal) Plotter Predictor (Number) Range taker (C A) Rider Storehand (G D) Stretcher bearer Sowar (G D) and Textile repairer

Group H—Blacksmith (unit) Bricklayer (unit) Car penter (unit) Cook (unit) Equipment and Boot repairer (unit) Painter (unit) Saddler Tinsmith and Tailor (unit)

Pay and Allowances

The rates of pay per mensem at different periods of training and service in the various trade groups are as follows

Pay of Recruits—Entry only in the Lowest Rank

	On E tr y Rs p.m.	*Aft e year's er ce* Rs p m.	*On pass g the prescribed educat al test* Rs p m.
Boys	12 8	14 8	17 8
Normal Entry Rate	20	22 8	
Matric Entry Rate	35		

Rates of pay of trained soldiers (lowest rank) by groups/classes are as shown below

G o p	*Cla s 4* R p.m.	*Cl s 3* Rs p.m.	*Cl s 2* Rs p m.	*Clas 1* Rs p m.
A		72 8 0	82 8 0	90 0 0
B	40 0 0	5? 8 0	62 8 0	72 8 0
C	35 0 0	45 0 0	52 8 0	62 8 0
D	30 0 0	35 0 0	45 0 0	52 8 0
E		30 0 0	35 0 0	40 0 0
F		25 0 0	30 0 0	35 0 0
G		25 0 0	30 0 0	35 0 0
H		25 0 0	30 0 0	35 0 0

An increment of Rs. 2 8 p m becomes admissible to an

Fitter (Loco) Fitter (Railway Signals) Fireman (Loco) Grinder (Precision) Grainer nd Guilotine Operator Operator (Wireless and Line) Pattern maker Refrigeration Mechanic Swar Shipwright Turner Vehicle Mechanic Watch maker Welder Well borer and Wagon erector

Group D—Blacksmith Brick layer Carpenter and Joiner Driver (A F V) Engine Driver (Steam) Fitter (Vehicles) Gunner (A F V) Gunner Driver (S P Artillery) Gunner Operator (S P Artillery) Intelligence Personnel Lineman (Field) Lineman (Permanent) Lighterman Lineman (Test) Mason Master Baker Moulder Driver Operator Driver (Plant and M T) Driver (Recovery) Driver (S P Artillery) Operator (Boot repair Machine) Operator (Fire Control) Operator (Laundry Plant) Operator (Type repair Plant) Operator (Wireless A F V) Operator (Wireless Artillery) Operator (Wireless Engineers) Painter and Decorator Printer Compositor Plate layer Riveter Stevedore Sawyer Technical Assistant Tin and Coppersmith Traffic Pointsman

Group E—Cook (Hospital) Despatch rider Driver (Special Vehicle) Operator (Mechanical Handling Equipment) Farrier Instructor (P and R T) Postman (A S C / Postal) Master Butcher Military Policeman Saddler and Harness maker Storehand (Technical) Sapper Survey and Upholsterer

Group F—All Infantry personnel except clerks G D Blacksmiths (unit) Carpenter (unit) Cook (unit) Equipment and Boot repairers (unit) and Tailors (unit)

Group G—Baker Bandsman/Bugler/Drummer/Piper/ Trumpeter Butcher Cycle Repairer (E M E) Driver (Mule Mountain Artillery) Dresser Driver (A Tpt) Driver (M T) Engine Attendant Farm Manager/Assistant Farm Manager/Farm Assi tant (Military Farms Department) Gunner Height taker (A A) Lamp Attendant

Orderly (G.D) Pasker (A S C /Postal) Plotter Predictor (Number) Range taker (C A) Rider Storehand (G D) Stretcher bearer Sowar (G D) and Textile repairer

Group H—Blacksmith (unit) Bricklayer (unit) Carpenter (unit) Cook (unit) Equipment and Boot repairer (unit) Painter (unit) Saddler Tinsmith and Tailor (unit)

Pay and Allowances

The rates of pay per mensem at different periods of training and service in the various trade groups are as follows

Pay of Recruits—Entry only in the Lowest Rank

	On Entry Rs p m	Afte o e O y a s s rvice Rs p.m.	p ssi g the p escrib d ducatio al t st R p m.
Boys	12-8	14 8	17 8
Normal Entry Rate	20	22 8	
Matric Entry Rate	35		

Rates of pay of trained soldiers (lowest rank) by groups/classes are as shown below

G up	Clas 4 Rs. p.m.	Cl s 3 R p m.	Cl s 2 Rs. p m.	Class 1 Rs p m.
A		72 8 0	82 8 0	90 0 0
B	40 0 0	52 8 0	62 8 0	72 8 0
C	35 0 0	45 0 0	52 8 0	62 8 0
D	30 0 0	35 0 0	45 0 0	52 8 0
E		30 0 0	35 0 0	40 0 0
F		25 0 0	30 0 0	35 0 0
G		25 0 0	30 0 0	35 0 0
H		25 0 0	30 0 0	35 0 0

An increment of Rs. 2 8 p m becomes admissible to an

other rank after 5 years of man s service and further Rs 2-8 p m after 10 years of man s service

In addition to the trained soldier s pay as shown above Acting Lance Dafadars Lance Naiks and the N C O s receive rank/appointment pay as under

Acting Lance Dafadar/Lance Naik	Rs 5 p m
Lance Dafadar/Naik	10
Lance Havildar	15
Dafadar Havildar	20
Dafadar/Havildar holding the appointment of Squadron Dafadar Major/Company Havildar Major or Squadron Quartermaster Dafadar/Company Quartermaster Havildar	25
Dafadar/Havildar holding the appointment of Regimental Quartermaster Dafadar/Battalion Quartermaster Havildar	27 8
Dafadar/Havildar holding the appointment of Regimental Dafadar Major/Havildar Major	30

In addition to basic pay shown above Good Service Pay is admissible to N C O s at the following rates

Naik/Lance Dafadar Lance-Havildar	Rs 2 8 p m after 3 years service as a Naik Lance Dafadar or Lance Havildar and a further Rs 2 8 p m after 6 years service in these ranks/appointments
Dafadar Havildar	Rs 2-8 p m after each period of 3 years service as Dafadar/Havildar but limited to 3 such increments

Rates of pay for J C O s (other than J C O s of the

Special Medical Section A M C and Veterinary Assistant Surgeons) are

Group	Jem da	R saldar Subeda	R s ldar Major/ Sub da Maj
	Rs p m	Rs p m	Rs p m.
A	140 5 155	180 10 210	265
B	122½ 5 137½	167½ 10 192½	265
C	112 5 127½	152½ 10 187½	265
D	102 5 117½	147½ 10 172½	265
E,F G & H	90 5 105	130 10 160	250

Pay of a J C O granted honorary rank of Lieutenant is Rs 400 p m and of a honorary Captain Rs 500 p m

The existing rates of dearness allowance which are admissible to enrolled personnel (excluding boys) are

Up to pay of Rs	50 p m		Rs 17 8 p m
Pay between	51 and 100 p m		22 8
	101	150	25
	151	200	27 8
	201	250	30
	251	300	30

Other allowances admissible to combatant personnel are

(a) Haircutting/Haircleaning and washing—Rs 2 p m or services in lieu

(b) Clothing allowances—J C O /O R /Boys—Rs 5 p m

In the case of recruits and boys—Rs 2 8 p m will be paid during the first six months and thereafter Rs 5 p m

(c) Expatriation allowance—When serving ex India the rate of allowance for a sepoy or equivalent is Rs 10 p.m The rate is higher for higher ranks

other rank after 5 years of man s service and further Rs 2 8 p m after 10 years of man s service

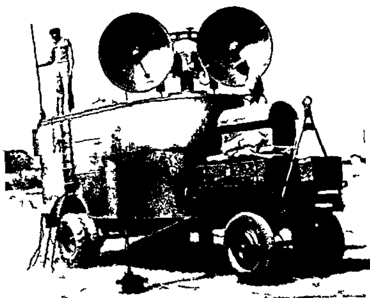
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Rates of pay for J C O s (other than J C O.s of the



M f th A t ll y S hool t w k n a dar s t

School of Artillery—The School of Artillery provides instruction in a wide range of subjects including training in the field anti tank anti aircraft and coast artillery branches

School of Military Engineering—The School of Military Engineering imparts basic technical and specialized Corps training (less advance survey) to officers J C O s and other ranks of the Corps of Engineers as also to civilian gazetted officers and subordinates of the Military Engineer Service The training needs of instructors in field engineering for other arms are also catered for In addition the School trains young officers of the Corps of Engineers the Corps of Signals and the Corps of Electrical and Mechanical Engineers in basic engineering courses of about two year

Free rations free issue of initial clothing free accom modation free water conservancy fuel and lighting and free medical treatment are provided

Under the existing rules J C Os N C Os Sepoys or equivalent are entitled to an annual leave of 60 days with free conveyance to and from home This leave can be accumulated up to 90 days In addition they are also entitled to casual leave up to 30 days in a year The grant of annual leave in the first year of engagement is subject to the condition that the individual has at least 6 months service including service as a recruit In the case of boys the period of annual leave is 30 days which can be accumulated up to 45 days and also casual leave up to 30 days in a year

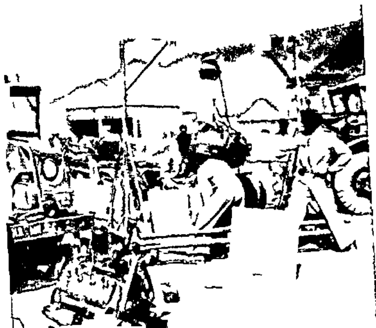
All *combatant recruits accepted for regular engage* ment are enrolled for a period of 15 years combined colour and reserve service The period of colour service varies according to branch but the minimum period is 7 years

Non combatants are enrolled for an initial period of 5 years of colour service with no liability for service in the reserve

ARMY TRAINING CENTRES

In addition to the National Defence Academy (referred to in Chapter I) the Military Training Directorate at Army H Q controls a number of Army training centres the more important ones of which are mentioned below

Armoured Corps Centre—The Armoured Corps Centre and School was established in June 1948 by the amalgama tion of the various Armoured Corps establishments in India Besides training recruits it undertakes the training of regimental instructors young officers squadron com manders and regimental commanders of the Corps



M f th C p f El tri l a d M ha cal Engi e pl ci g th g n a m l ta y h cl

trains officers J C O s and N C O s of the Service Corps in their corps duties The principal subjects in which train ing is given are organization and administration animal transport mechanical transport and supplies

Army O dnance School—The Army Ordnance School imparts specialized corps training to all officers J C O s and other ranks in the identification handling storage care custody and preservation of all items including ammunition and explosives stocked by Ordnance

E and M Engineering School—The Electrical and Mechanical Engineering School imparts technical training (maintenance repairs and overhaul) in all mechanical electrical wireless and optical equipment in use in the

duration the standard of which is equivalent to an engineering degree course

All this training is given in the Technical Training Wing of the School which consists of field engineering civil engineering and electrical and mechanical engineering sections The School also has an Engineering Research Wing which carries out research and experimental work on subjects in which the Corps of Engineers is vitally interested

School of Signals—The School of Signals was formed out of the Signal Training Centre (B) The School is primarily concerned with the task of imparting basic technical training to young officers and advanced technical training in tele communication and signal tactics to personnel of the Corps of Signals It also trains officers and other ranks as instructors in technical subjects

Army Signal School—The Army Signal School trains certain officers J C O s and other ranks of all arms as instructors in regimental signalling It also makes a constant study of the inter communication lay out within the regiments/battalions with a view to effecting improvements where necessary

Infantry School—The Infantry School comprises a Weapons Wing and a Tactical Wing At the former officers and men of all arms in the Army are trained as weapon instructors and made to learn the technique of close quarter battle At the latter officers of all arms J C O s and N C O s are trained in the tactical handling of infantry units The School also conducts courses in the tactical and administrative handling of units and sub units for junior commanders and senior officers of all corps in the Army

Service Corps School—The Army Service Corps School

Besides the above training centres there are the Armed Forces Medical College the Army Educational Centre and School the Army/Air Transport Support School the School of Mechanical Transport the Corps of Military Police Centre and School and the School of Music

Services Staff College

Besides the Defence Academy s Joint Services Wing the Military Training Directorate is responsible for the training at and the administration of another inter service establishment called the Defence Services Staff College at Wellington in the Nilgiri Hills

Initially established to train staff officers only for the Army in 1949 the Staff College a sumed the responsibility of training officers for staff appointments in the Air Force as well. It now holds the unique distinction of being the only institution of its kind in the world where potential staff officers of all the three services are trained together

The strength of each course is 100 students including those from some foreign countries like the U S.A the U K Australia Canada and Burma Each course is of approximately 10 months duration

Military Colleges

There are also the Prince of Wales Military College at Dehra Dun training boys for Service careers King George s Military Colleges at Jullundur Ajmer Belgaum and Bangalore providing education only for the sons of soldiers sailors and airmen to fit them for a military career The training at these institutions is such that boys who successfully complete a course at one of them can compete with advantage with other boys of their own age for entrance into the Joint Services Wing of he Defence Academy

Army to officers J C O s and other ranks of the Corps of Electrical and Mechanical Engineers The institution also undertakes the training of technical instructors at the instance of Army H Q

Remounts Veterinary and Farms Corps Centre—The Remounts Veterinary and Farms Corps Centre and School is responsible for training equitation instructors for the Army and giving them expert training in horsemastership horsemanship and stable management Courses are held for all arms of the Army in veterinary first aid and animal hygiene to prevent accidents and diseases among animals The School also turns out farriers for the entire Army

Intelligence Training School—The Intelligence Training School and Depot which was formed in 1948 after partition trains officers for Grade III intelligence staff appointments at formation headquarters and for other intelligence appointment It also trains J C O s and other ranks for employment at formation headquarters or in regimental intelligence and field security sections

School of Physical Training—The Army School of Physical Training is located in Eve s Estate in Poona The Commandant of the School is also the Inspector of Physical Training and is responsible to the Director of Military Training for the efficiency of physical training carried out at the School and in units of all corps on the lines laid down by Army H Q The School among other things trains officers of all arms/corps a regimental physical training supervisors and J C O s and N C O s as regimental assistant instructors It also holds special boxing and athletic courses

Besides training officers sent by the regiments the School which was shifted to Poona from Ambala after partition trains instructors both for the Army and the Air Force Formerly it also used to train instructors for the Navy which now has its own establishment

who can take command of ships Officers of the Engineering Branch are responsible for the maintenance and operation of ships machinery while the electrical equipment of ship is looked after by officers of the Electrical Branch The maintenance of pay cash and stores accounts and secretarial duties are the responsibility of officers of the Supply and Secretariat Branch

Recruitment to the officers cadre of the Navy is open to all male citizens of India and Gorkha subjects of Nepal Subjects of Sikkim and residents of French and Portuguese possessions in India may also be considered for recruitment subject to a certificate of eligibility being issued in their favour by the Government of India

The normal method of recruitment of officers to the different branches except the Instructor Branch is by entry as cadets Cadet entry which offers a permanent career in the Navy is of two types namely Joint Services Wing Entry and Special Entry

The method of recruitment of cadets to the Joint Services Wing has already been explained The Special Entry method is the same as for J S W entry except that the standard of the U P S C examination for the former is higher Candidates should have passed the Intermediate Examination of a recognized university and be between 17 and 19½ years of age on the first day of the month of the examination held by the U P S C On election candidates are given a course of preliminary training at I N S Venduruthy (Cochin) for a period of four months At present examinations for special entry are not held at regular intervals

Training in the U K

Naval cadets of the Joint Services Wing on completion of their two years training at the Defence Academy and

THE Indian Navy is a highly technical service and with the development of modern armament the duties of both officers and men in it have become increasingly specialized But the Navy s principle is catch em young and train them up for the specific requirements of the Service Given boys with intelligence common sense and keenness and with the requisite standards of physique and education the Navy s training establishments do the rest

The peculiar nature of the Service however requires one to have an aptitude for it and a distinct liking for the seafaring life Within the Service there is a variety of work to choose from A ship is a self contained unit and needs the services of all manner of men from officers stewards to highly qualified engineers One can join the particular branch one likes

Life in the Navy is arduous but healthy and there is no lack of facilities for recreation On the whole it is a grand life of which one may well be proud

OFFICER RECRUITMENT

The officer cadre of the Navy comprises five branches viz (1) Executive (2) Engineering (3) Electrical (4) Supply and Secretariat and (5) Instructor The duties of officers vary according to the branches to which they belong

Officers of the Executive Branch are generally responsible for the efficiency and use of weapons handling of ships and boats and navigation and are the only persons

who can take command of ships Officers of the Engineering Branch are responsible for the maintenance and operation of ships machinery while the electrical equipment of ship is looked after by officers of the Electrical Branch The maintenance of pay cash and stores accounts and secretarial duties are the responsibility of officers of the Supply and Secretariat Branch

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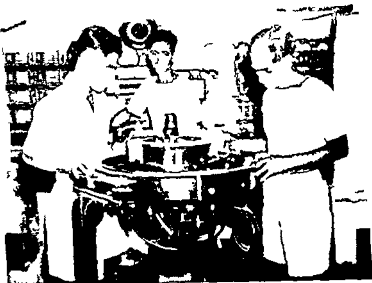
Special Entry cadets on completing their preliminary training at I N S Venduruthy are sent to the U K for training with the Royal Navy for a period varying from four to six years according to the branch a cadet has chosen The training in the U K is done at Government expense and cadets under training receive pay

All officers to be have to serve as cadets for a year Of this period three months are spent at the R N College Dartmouth where their training comprises instruction in navigation seamanship engineering mechanics electrics and signals

On passing out from Dartmouth the cadets have to spend two terms of three months each with a month s vacation in between on a training cruiser afloat The training of Executive Engineering and Electrical cadets in this cruiser is identical but Supply cadets undergo a type of training peculiar to their own branch On completing a year s service cadets of all the branches are promoted to the rank of Midshipman

After promotion Midshipmen of the Executive Branch are appointed to aircraft carriers battleships and cruisers for a period of 16 months for fleet training At the end of this training they are promoted Acting Sub Lieutenant and as such undergo technical courses for 20 months including eight months at the R N College Greenwich On successful completion of all the courses which marks the end of the training officers are confirmed in the rank of Sub Lieutenant Depending on the results of the various examinations some officers are given accelerated promotion to the rank of Lieutenant

After their cruiser training Midshipmen of the Engineering Branch are drafted for sea training in the fleet for eight months They are then sent for a basic engineering course at the R N Engineering College Keyham for two



R t gs d t g at the El ctric l School f I.N.S V lsu a

years The total period of training for officers of the Engineering Branch is five years and eight months and their promotion to higher ranks during training is regulated in much the same way as for those of the Executive Branch.

On passing out of the training cruiser cadets of the Electrical Branch are promoted to Midshipmen (L) where after they undergo a university course for three years The total period of training for these officers is six years and their promotion during training is regulated in such a way that they are not worse off than officers of other branches who complete their training earlier

Midshipmen (S) of the Supply and Secretariat Branch are appointed to the fleet for a period of 12 months followed by four months in an R N air station At the end of this period they are promoted Acting Sub Lieutenant and

undergo a further professional course This marks the end of their training and they are then confirmed as Sub Lieutenants (S)

INSTRUCTOR BRANCH

Officers for the Instructor Branch are recruited direct in the rank of Acting Instructor Sub Lieutenant or Commissioned Instructor Officer according to requirements

Candidates for appointment in any of these ranks hould be between the ages of 21 and 25 years The educational qualifications laid down are

(a) Acting Instructor Sub Lieutenant—A first or second class honours degree or an equivalent degree of a recognized university with Mathematics Physics or Chemistry as one of the principal subjects in the final degree examination Preference will be given to those who in addition possess teaching experience or a teacher s diploma
(b) Commissioned Instructor Officer—A science or arts graduate of a recognized university with Mathematics Physics or Chemistry as one of the principal subjects in the final degree examination

Candidates for entry as Instructor Sub Lieutenants or Commissioned Instructor Officers have to appear before a Services Selection Board and the final selection is dependent on the marks obtained at the interview Those who qualify are given commissions in the permanent cadre of the Navy

All officers have to be on probation for a period of two years from the date of entry If they qualify in their respective courses and provided they are suitable in all other respects they are eligible for confirmation on completion of the probationary period

DIRECT COMMISSIONS

Whereas the normal method of recruitment of officers into the Navy is by entry as cadets (except in its Instructor Branch) they are also given direct commissions as a temporary measure in order to make up the existing deficiency of officers At present this is confined to only two branches namely (1) Engineering and (2) Electrical

Applications for these commissions have to be orwarded to the Commander in Chief of the Indian Navy Naval H Q New Delhi Selected candidates are required to appear before a Services Selection Board and for the final selection the results obtained at the interview are taken into account Those who are successful are given short service commissions for a period of seven years They are eligible for consideration for the grant of permanent commissions both during and on completion of the short service engagement The pay and allowances of these officers are the same as those drawn by permanent commissioned officers Officers of both categories wear the same uniform

The minimum educational qualifications and age limits laid down for the two branches are as follows

Engineering Branch—Candidates must possess

(1) A first or second class Board of Trade certificate of competency *or*

(2) A degree in Mechanical Engineering from a recognized university or equivalent qualification accepted by the Ministry of Education and/or the U P S C or

(3) A certificate awarded after five years of apprenticeship in a marine engineering works which should include both theoretical and practical training or

(4) A diploma in Engineering followed by practical experience in Marine Engineering

Applicants must not be less than 19½ or more than 30 years of age except those having the qualification (3) who must be between 19½ and 25 years

Electrical Branch—Candidates must possess

(1) A degree in Electrical Engineering of a recognized university or equivalent qualification accepted by the Ministry of Education and/or the U P S C or
(2) A certificate awarded after the completion of five years of apprenticeship in an electrical works of standing which should include both theoretical and practical training

Applicants must be between 19½ and 30 years in the case of (1) while those of (2) must be between 19½ and 25 years

Selected candidates for the two branches are entered in the rank of Acting Sub Lieutenant (E) and Sub Lieutenant (L) respectively but those holding Board of Trade qualifications may be given a higher rank The period of probation for officers of both branches is one year

Initial training of 36 weeks duration for the Electrical Branch and 52 weeks for the Engineering Branch is given to the officers at Government expense Depending on the marks obtained in the various examinations officers serve for a period of 1½ to 2½ years in the confirmed rank of Sub Lieutenant before promotion to Lieutenant

Pay and Allowances

The rates of pay in all the branches are given below

(1) *Acting Sub Lieutenant to Commander*—

Y s of S vc	Ag S /Lt	Sub /Lt	L eut	Lt Comd	Co dr
	R	R	R	Rs	R
1	350				
2		400			
3		400	450 (a)		
4			500		
5			500		
6			550		
7			550		
8			600		
9			600	700 (a)	
10			650	750	
11			650 (b)	750	
12				800	
13				800	
14				850	
15				850	
16				900	
17				900	1 100 (a)
18				950	1 150
19				950	1 150
20				1 000	1 200
21				1 000	1 250
22				1 000 (b)	1 300
23					1 350
24					1 400 (b)

( ) Mn m m t f th nk
(b) M xm m t f th nk

(ii) *Captains and above*—

Captain	Rs 1 450 50 1 600 1 800 p m
Commodore	
Rear Admiral	Rs 2 250 p m
Vice Admiral	Rs 2 750 p m
Admiral	Rs 3 000 p m

C mm d t f p t whi h th y e nt tled d ng t th n ty C ptains

N B—In addition to rank pay an officer at present receives the following allowances

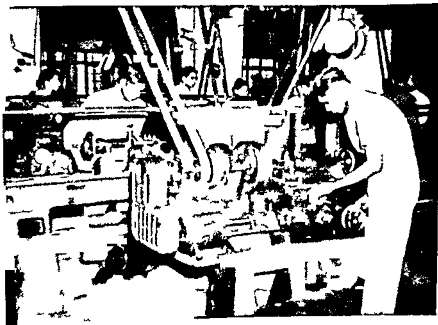
(*a*) Dearness allowance ranging from Rs 70 to 100 p m according to the rank held or pay drawn

(*b*) Compensatory or local allowance from Rs 50 to 100 p m in the event of the officer being stationed in Bombay or Calcutta

(*c*) A kit upkeep allowance of Rs 30 p m up to and below the rank of Commodore

(*d*) A special disturbance allowance of Rs 30 p m up to and below the rank of Commodore

In addition officers are eligible for certain other allowances as and where admissible



In the engine room of I N S Shivaji

INS Shivaji—INS Shivaji the Indian Navy's mechanical training establishment is situated at Lonavla near Bombay

Admission to this establishment is governed by a competitive examination held twice a year usually in November and June Successful candidates are trained to be artificers a term which includes engine room artificers electrical artificers ordnance artificers

Candidates must possess a Matriculation or equivalent certificate to be eligible for recruitment to these branches The competitive examination is held in English General Science and Mathematics and is of the Matriculation standard On passing the examination candidates are called for interview at INS Shivaji

The advent of freedom has led to the expansion of the activities of INS Shivaji which is the naval counterpart of the Army's School of Military Engineering For the first time in the history of the Indian Navy such trades as engine and copper smithing are being taught to trainees in this institution Some trainees qualify as boiler makers

Although the institution is intended for ratings only it has for some time also been training university engineering graduates in Naval Engineering So far officers have been sent for training in Naval Engineering to the UK and a number of Indian cadets and midshipmen are undergoing a six year course there at present INS Shivaji was recently asked to run a course for engineering graduates to meet the immediate requirements of the Navy

Engineering graduates who are given seven year short service commissions undergo a three month course at

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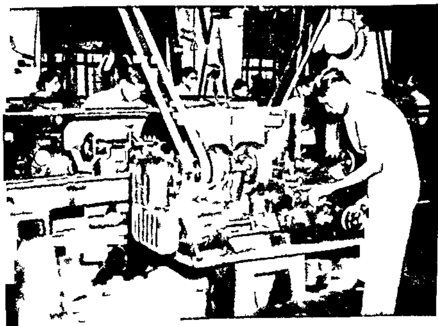
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In the engine roo of I N S Shivaji



Nav l t s t g n drill

Artificers are recruited between the ages of 14 and 17 years They should have passed the Matriculation or equivalent examination A competitive examination in English Mathematics and General Science is held twice a year the standard being that of the Matriculation examination

The minimum physical standards required for recruits on attaining the age of 18 are as follows

Height	5 ft 4 in
Chest	33 ins
Weight	115 lbs
Eye sight	Both eyes 6 6

N —R ruit und 18 y ar m y l b pt d p nd d it ns d d by th M di l Offi th t th y will h the tand d n tt ing th g f 18

Cochin and a nine month course at I N S Shivaji after which they are appointed to ships and establishments

The shortest course is of 16 weeks for stokers Artificers who are taught various technical jobs undergo a four year course I N S Shivaji is one of the few institutions in India where matriculates can become highly skilled technicians They are taught precision fitting and turning repair and overhaul of engines and manufacture of spare parts After their four year training they have to serve in the Navy for a minimum of ten years at the end of which they *have the option of returning to civil life or of* continuing in the Service

After three years training at I N S Shivaji electrical artificers receive a years specialized training at I N S Valsura at Jamnagar Ordnance artificers have hitherto had to do their full four year course at I N S Shivaji but with the opening of the Gunnery School at Cochin they *are sent there for the final year*

The establishment has a 44 bed hospital a gymnasium a cinema house with a seating capacity of about 1 500 men and a camera club with an admission fee of only eight annas a month

I N S Circars—The Boys Training Establishment at Vishakhapatnam—known in naval circles as I N S Circars—trains the large number of sailors required to man the Navy s ships

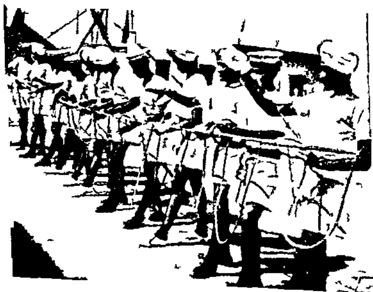
The boys are recruited between the ages of 15½ and 16½ years They should have passed at least the seventh class and must be able to speak and understand English or Hindustani and write English or Hindustani in either Roman or Urdu or Nagri script A knowledge of Roman Hindustani although not compulsory is desirable

over for the boys from civilian life to that of disciplined Servicemen is rendered easy by being made gradual

At the camp are also held the selection of personnel tests for boys in batches of ten and on their results depend the branches of the Navy to which they are allocated Thus a few may go in for seamanship a few others for commu nications and yet others for stoking

Main Establishment

At the second stage when boys move into the main establishment they are first allotted to their different divisions and later billetted in their respective blocks And then they begin their regular training which is of two kinds Every one of them must study some school subjects



B y b g 1 d n gg g

The other requirements for a recruit are that (a) his hearing is good and that there is no sign of ear disease (b) his vision with either eye is up to the required standard (c) his speech is without impediment (d) he has no glandular swellings (e) his chest is well formed and that his heart and lungs are sound (f) he is not ruptured in any degree or form (g) his limbs are well formed and fully developed (h) there is free and perfect motion of all the the joints (i) his feet and toes are well formed (j) he has no malformation or defects (k) he does not bear traces of any previous acute or chronic disease indicating an impaired constitution and (l) he possesses a sufficient number of sound teeth

NEW ENTRY CAMP

Boys who are recruited for the Navy in different parts of India go straight to the New Entry Camp Immediately on arrival they are given official numbers medically examined again and kitted up—i e they are given uniforms free of charge as also a few utensils for daily use They are then allocated to divisions each under an officer and moved into quarters Every entrant is shown his bed and his locker i e the small cupboard in which he can lock up his few belongings Every three months the New Entry Camp sends its boys into the main establishment for regular naval training Thus the longest period for which they stay at the initial camp is about 12 weeks

The object of the New Entry Camp is primarily to kit up and group the recruits and then to initiate the trainees in Service customs elementary seamanship school subjects—like Arithmetic History and Geography—and field and physical training The Medical officer of the camp gives them talks on personal health and hygiene while the Divisional Officer concerned sees to it with the help of his assistants that they learn how to dress live and behave in the traditional manner of the Navy In short the change

customs and ea terms sounding machines to find out depth ship s safety and power boats instruction Practical instruction in sailing commences in the twentieth week Instructional films of topical interest are also shown to boys whenever needed

The Gunnery School gives instruction for six hours a week for seamen while for the others i e stokers and communication ratings it is an hour in two weeks

The Communications School course may be covered under these heads Morse code (Buzzer Room) semaphore signalling wireless signalling flag hoisting (to aid in manoeuvres for instance) signalling projector (lights) and marching manoeuvres with ratings as ships

The Electrical School functions in two sections—one in general and is indicated by (L) and the other is shown as (R) The latter comprises radio and radar equipment lectures practical demonstrations and radio and radar maintenance

Stoker boys learn the flashing up of an oil fired boiler and the warming through of main engines the functions of a reciprocating engine fitted with a D slide valve how to prepare distilled water on board for boiler feed the difficulties met in the process and the remedies and lastly how the ship is steered

As indicated above the entire course at the establishment runs for 60 weeks but at the end of the eighth week a selection test is held on the results of which boys are reclassified for the various branches This test is only a corrective one intended to rectify any mistakes that may have been committed in the earlier test at the New Entry Camp Boys are liable to be discharged at any stage but usually the final selection is made either on the conclusion



T aining in semaphore signalling

elementary gunnery and seamanship and also undergo physical and field training The school subjects consist of Basic English General Knowledge Mathematics Naviga tion Mechanics and Electricity Half the time every week is spent on basic training while the other half is devoted to specialist courses designed for boys according to their aptitude and ability The entire length of the course is 60 weeks

The special courses of training given in the establish ment are Seamanship Gunnery Communications Electrical and Stokers

The Seamanship School course includes rigging (knots and splices) boat work (whalers and cutters) anchors and cables compass and helm general instruction in naval

A.B Rate	Rs 55—5—60	per mensem
L S Rate	66—5—75	
P O Rate	90—5—105	
C P O Rate	120—5—135	

C Seamen Stoker Mechanics Regulating Stewards Cooks and Topasses—

Boy on enrolment	Rs 15	per mensem
Boy after six/eight months (on completion of initial training)	17	
Boy seagoing	30	
Direct entry O D (Under training)	33	
O D Rate	36—1—37	
A B Rate	44—1—50	
L S Rate	62—2—72	
P O Rate	90—5—105	
C P O Rate	120—5—135	

Besides the ratings are eligible for good conduct pay dearness compensatory expatriation and kit upkeep allowances and money compensation in lieu of married accommodation and money in lieu of rations

Dockyard School—The Dockyard Apprentice School in Bombay trains apprentices in various aspects of dockyard technical work It was started in 1949 with the object of training young men to a high standard of technical skill required of dockyard tradesmen or supervisory staff Ultimately this school will be the main source of supply of technical staff for this dockyard

Boys between 16 and 19 years of age who are of the Mat iculation standard are selected on the basis of a com petitive examination in June every year The written

of the twenty eighth week or at the end of the course and very few need to be discharged or demoted

The last part of the course is for all boys to go out to sea in I N S Tir for sea training After sea training they are rated as O D s (Ordinary Seamen)

Selected ratings of all branches are also eligible for promotion to branch officers and commissioned officers after passing the requisite examination

Pay of Ratings

The following are the rates of pay of ratings

A All Artificers—

Apprentice (First Year)	Rs	27½	per mensem
Apprentice (Second Year)		32½	
Apprentice (Third Year)		37½	
Apprentice (Fourth Year)		42½	
Artificer (V Class)		67	
Acting Artificer (IV Class)		95	
Artificer (IV Class)		110—5—115	
Artificer (III Class)		125—5—135	
Artificer (II Class)		145—5—165	
Artificer (I Class)		175—5—190	
Chief Artificer		210—10—240	

B Electrical Communication Sick Berth Attendants Stores Assistants and Writers—

Boy on enrolment	Rs	15	per mensem
Boy after six/eight months on completion of initial training		17	
Boy Seagoing		30	
O D Under Training		42	
O D Rate		52	"

A.B Rate	Rs. 55—5—60	per mensem
LS Rate	66—5—75	
PO Rate	90—5—105	
CPO Rate	120—5—135	

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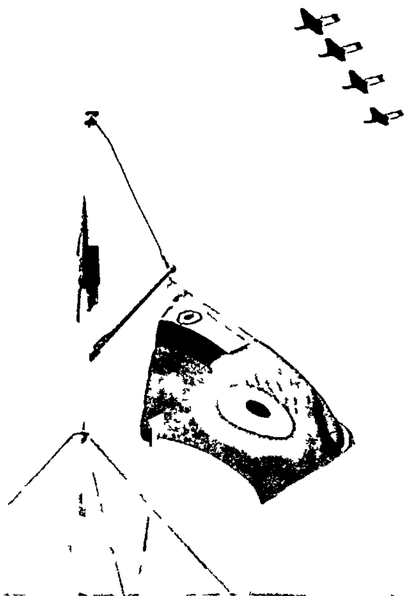
Boat drill by ratings

examination is held at all the main recruiting centres and the final selection made after an interview

In addition to theoretical and practical training in engineering practice and technical trades the apprentices receive general education in Mathematics English History and Science This helps them in their future career and a clever and hard working apprentice may even aspire to become a fully qualified engineer one day

The first two years are devoted to basic training and education at the institution while the other three are spent in various dockyard workshops and drawing offices under the supervision of the school authorities During this period great care is taken that the apprentices keep physically fit particular attention being paid to games athletics and physical training

While under training the apprentices receive a stipend which normally covers board and lodging charges with a small surplus for pocket money General apprentices receive Rs 35 p m for the first two years and Rs 40 p m for the next three years The total emoluments including allowances amount to Rs 87 8 during the first two years Trade apprentices receive Rs 27 p m with an increment of Rs 2 every year In the first year a trade apprentice receives a total of Rs 77 p m



I A F Vampires flyi g past i fo n ati

INDIAN AIR FORCE

FROM the humble beginnings of a few slow flying Wapitis the Indian Air Force has now grown into a well balanced Service equipped with a fleet of modern aircraft including jet propelled Vampires and provided with up to-date flying training facilities

Though the youngest the Air Force too is a highly technical service and offers an excellent career to the pick of India s youth Whether he be a pilot a navigator or a ground duty officer or a technical or non technical airman every man in the Air Force is a skilled person

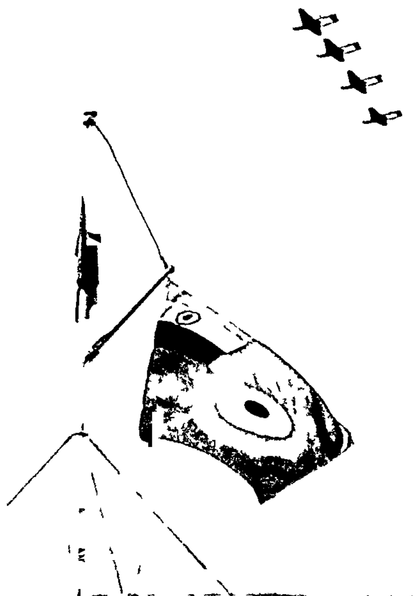
The duty of every individual in the Service is to keep it always flying fit so that it can go into action the moment the call comes

OFFICER CADRE

The officer cadre in the Air Force is divided into several branches *viz* (*a*) General Dutie (Pilots) Branch which includes pilots and navigators doing flying duties (*b*) Technical Branch which has on its roll engineering electrical sign ls and armament officers (*c*) Administra tive and Special Duties Branch including intelligence codes and ciphers motor transport photographic catering air traffic control physical fitness provost and legal officers (*d*) Equipment Branch (*e*) Account Branch (*f*) Meteorological Branch (*g*) Medical Br nch and (*h*) Education Branch

FLYING TRAINING

Recruitment to the General Duties Branch is done



I.A F Vampires flyi g past i f ation



An Air Force cadet on his first flight

—as the pupil pilots are called—learn the theory of aviation airmanship Service discipline aero-engines and airframes and are generally introduced to Air Force life and tradition In addition they learn actual flying on basic trainer aircraft namely Tiger Moths and Prentices and have to complete 85 to 100 flying hours before qualifying for the second phase

In the advanced stage flying training is carried out on Harvards which are operational trainer aircraft Pupil pilots are required to complete nearly 100 hours of dual and solo flying on this aircraft and on making the grade they are awarded the coveted flying badge— wings — and commissioned in the General Duties Branch of the Service with the rank of Acting Pilot Officer

Conforming to individual aptitude the newly commissioned pilots are selected for conversion training on single

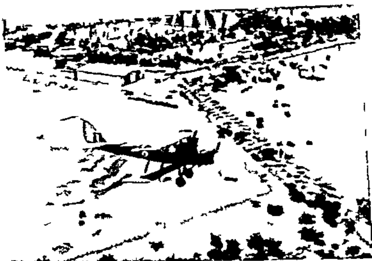
through the Union Public Service Commission or directly from the Joint Services Wing of the National Defence Academy candidates being finally selected by the IAF Selection Board Dehra Dun Matriculation is the minimum educational qualification prescribed and candidates must be between 17½ and 21 years of age this limit being relaxable in the case of those possessing the A flying licence A very high standard of physical fitness is required—those who wear glasses or are less than 5 feet 4 inches in height have sub normal hearing or other physical defects are considered unfit

To impart flying training to its future officers the Service has two Air Force Academies—No 1 Air Force Academy at Ambala and No 2 Air Force Academy at Jodhpur The scope system and period of training at both being identical selected candidates are sent to either of these institutions for flying training The complete course conducted under a newly instituted all through flying training system is of 18 month duration divided into basic and advanced stages each lasting 39 weeks including mid course leave for one and a half months

A never to be forgotten day a pilot receives his wings



In the basic stage flight cadets



A A F e det n hi fi st fl ght

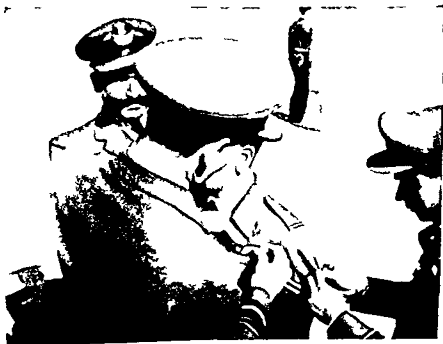
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Conforming to individual aptitude the newly commis sioned pilots are selected for conversion training on single

engined operational aircraft at the Air Force Academy Ambala or on twin engined aircraft at the Conversion and Training Squadron at Agra before joining a fighter a bomber or a transport squadron

For the training of navigators who are an indispens able part of aircrew for twin and multi engined aircraft a Navigation Training School was established at No 2 Air Force Academy Jodhpu early in 1949 After completing a highly specialized air navigation course lasting a year the *successful pupil navigators are awarded* brevets (half wing) and commissioned Their recruitment is mostly from amongst those pupil pilots in the Academies who at one stage of their training or other are found unable to pass the test as pilots but a e otherwise considered fit for flying duties



A navigator receives his wi g o co pl tio of his t ai i g

Technical Training

The selection of officer pupils for the Technical Branch is made in two ways While engineering or science graduates of 21 to 25 years of age are selected by an *ad hoc* selection board which periodically tours all the capital cities technical cadets are chosen from amongst experienced serving non commissioned officers and warrant officers of technical trade groups

Officers for this branch are trained at the Technical Training College at Jalahalli near Bangalore where they specialize in aero engineering signals and radar in electrical engineering or in technical armament The training lasts one year including six weeks leave

A unique training establishment of its kind in the country the T T C was started in 1949 It has on its training staff a large number of specialists from the Air Services Training Limit d Hamble U K and is provided with modern training equipment

The T T C has a separate w ng for training technical apprentices forming an important part of it Recruits who have to be matriculates and between 15 and 17½ years of age remain at the institution fo two years learning various technical trades including signals radar and armament They are given a stipend of Rs 27 8 and 32-8 per mensem plus allowances up to Rs 19 p m during their first and second years of tra nir g respectively besides free messing clothing and accommodation After two years of apprenticeship they are given practical training at regular Air Force units returning to the college for a final refresher course befor becoming full fledged airmen technicians

Ground Duties Training

Candidates for the Administrative Branch must be

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A navigator receives his wing on completion of his training

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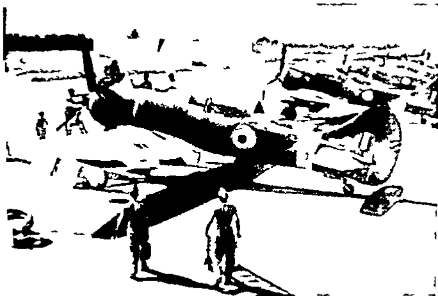
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between 21 and 23 years of age and possess a first or second class honours degree in English Commerce and Law Those for the Equipment Branch must be between 21 and 23 years and possess a minimum qualification of a second class honours degree of a recognized university Those for the Accounts Branch must have accountancy and banking qualifications or a Commerce degree and be between 21 and 25 years the upper age limit being relaxable to 27 in the case of those who possess special qualifications

Recruitment to all the non flying branches—i e Administrative Equipment Accounts Meteorological Medical and Education—is conducted through the Air Force Recruitment Organization the candidates being finally selected by the I A F Selection Board Officer cadets for most of the ground duties are trained at No 3 Air Force Academy Coimbatore and given commissions after the



Keeping the planes flying fit

successful completion of a specialized course lasting from nine months to a year

Free board and lodging are provided for the flight cadets of all the branches who besides a uniform allowance are entitled to all leave travel medical attendance concessions and other Service privileges enjoyed by serving personnel during their training period which varies from 9 to 18 months

On successfully completing training at one of the establishments the Air Force cadets are commissioned in the rank of Pilot Officer Promotion is by time scale up to the rank of Squadron Leader as follows

Pilot Officer to Flying Officer—On completion of 12 months service

Flying Officer to Flight Lieut—After four years service

Flight Lieut to Squadron Leader—After seven years service

The promotion to the rank of Wing Commander and above is by selection and against vacancies in authorized establishments

Pay and Allowances

The rates of pay in the Air Force at present are as under

(i) *Pilot Officer to Wing Commander*—

Year of Service	Pilot Officer	Flying Officer	Flight Lieutenant	Squadron Leader	Wing Commander
	Rs	R	R	R	R
1	425				
2	(b) 425	(a) 475			
3		475	(a) 500		
4		525	550		

5	525	550		
6	(b) 575	600		
7		600		
8		650	(a) 750	
9		650	800	
10		(b) 700	800	
11			850	(a) 1 100
12			850	1 150
13			900	1 150
14			900	1 200
15			950	1 200
16			950	1 250
17			1 000	1 300
			1 000	1 350
			(b) 1 050	(b) 1 400

(a) Minimum rate for the rank
(b) Maximum rate for the rank

(ii) *Group Captain and above—*

Group Captain	Rs 1 450 50 1 550
Air Commodore	1 600 100 1 800
Air Vice Marshal	2 250
Air Marshal	2 750
Air Chief Marshal	3 000

The above rates of pay are applicable only to officers of the General Duties Branch but for the other branches they differ slightly up to the rank of Squadron Leader They are Pilot Officer Rs 350 Flying Officer Rs 400-450 Flight Lieutenant Rs 450 700 and Squadron Leader Rs 700 1 050

The maximum rates of retiring pension are Rs 3 600 7 200 per year If permitted to retire after 10 to 14 years of service the rates of retiring gratuity vary from Rs 13 250 18 250 Each officer is normally entitled to 60

days leave a year while the travel concessions are free conveyance from the un t to home and back or 600 miles fre conveyance each way every alternate year and first class travel on pavment of half first class fare on all other occasions

AIRMEN S RECRUITMENT

There is also a good opening for young men to join the Air Force as airmen as the other ranks in this Service are called they are taught varied technical and non technical trades fre

Those desiring to take up a career in it must be qualified up to the Matriculation or equivalent standard except in the case of the lowest g oup for which they need have only an elementary knowledge of English and be between 17 and 22 years The physical standard prescribed is height 5 feet (5 feet 6 inches for some special trades) chest 3? inches weight 0o lbs and good eyesight

All one has to do is to report to the Recruiting Adjutant at one of the Air Force stations in New Delhi Ambala Jodhpur Calcutta Bombay Bangalore Kanpur and Tambaram Airmen are recruited after a preliminary educational test and medical examination and then sent to one of the technical or non technical ground training institutions for nearly two years

CATEGORIES OF TRADES

The various airmen trades are categorized in groups as under

Group I—Blacksmith and Welder Carpenter I Copper smith and Sheet Metal Worker Electrician I Fitter (Armourer) Fitter (M or Transport) Fitter I Fitter II (Airframes) Fitter II (Engines) Instrument Repairer I

5	525	550		
6	(b) 575	600		
7		600		
8		650	(a) 750	
9		650	800	
10		(b) 700	800	
11			850	(a) 1 100
12			850	1 150
13			900	1 150
14			900	1 200
15			950	1 200
16			950	1 250
17			1 000	1 300
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Machine Tool Setter and Operator Photo Mechanic Radar Mechanic and Wireless Operator Mechanic

Group II—Armourer Carpenter II Electrician II Flight Mechanic A Flight Mechanic E Instrument Repairer II Motor Transport Mechanic Photographer Safety Equipment Worker Turner Wireless Operator Mechanic II Radar Operator Airfield Safety Operator and Meteorological Assistant

Group III—Clerk (Accounting) Clerk (Pay Accounting) Clerk (Equipment Accounting) Clerk (General Duties) Equipment Assistant Medical Assistant and Telephonist/RT Operator

Group IV—Fabric Worker Physical Fitness and Drill Instructor Indian Air Force Police and Weapon Training Instructor

Group V—Musician Aircraf hand (General Duties) Motor Transport Driver and Catering Assistant

Training Institutions

No 1 Ground Training School situated at Jalahalli runs a 42 week course in non technical trades such as Clerks (Pay Accounting and General Duties) Equipment Assistants Physical Fitness and Drill Instructors Fabrics Workers and Motor Transport Drivers No 2 Ground Training School located at Tambaram (Madras) conducts a 72 week course for technical tradesmen such as Fitters (Airframes and Engine) Instrument Repairers Photographers Electricians and Carpenters No 3 Ground Training School at Jalahalli imparts instructions only in signals and radar to airmen trainees

In addition to direct entry to these ground training institutions matriculates in the lower age group are taken

on at the Technical Training College Jalahalli under the apprenticeship schemes before joining one of them (as already mentioned in the preceding chapter)

RANKS AND PAY

The different ranks and rates of pay of airmen in the five groups respectively are given below

Aircraftman 2—Rs 80 Rs 60 Rs 48 Rs 42 and Rs 3? Aircraftman 1—Rs 90 Rs 70 Rs 52 Rs 48 and Rs 34 Leading Aircraftman—Rs 100 110 Rs 80 85 Rs 55 60 Rs 55 60 and Rs 38-44 Corporal—Rs 130 140 Rs 100 110 Rs 65 75 Rs 65-75 and Rs 56 68 Sergeant—Rs 160 175 Rs 125 140 Rs 90 105 Rs 90 105 and Rs 90 105 Flight Sergeant—Rs 190 210 Rs 160 175 Rs 120 135 Rs 120 135 and Rs 120 135 Warrant Officer—Rs 230 260 Rs 205 235 Rs 150 165 Rs 150 165 and Rs 150 165 Master Warrant Officer—Rs 270 300 Rs 245 275 Rs 175 205 Rs 175 205 and Rs 175 205

Those who secure 80 per cent (and above) marks in the passing out examination at one of the Ground Training Schools are straightaway given the rank of Leading Air craftmen Airmen get 45 to 60 days leave a year and are provided with free accommodation, messing and clothing

Machine Tool Setter and Operator Photo Mechanic Radar Mechanic and Wireless Operator Mechanic

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ORDNANCE FACTORIES

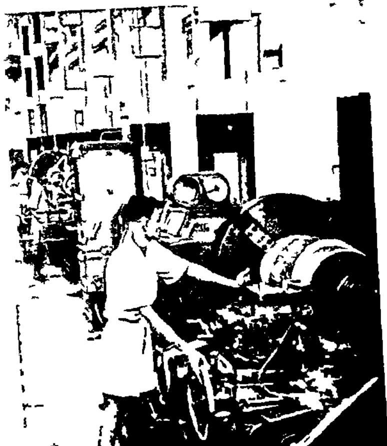
THE Indian Ordnance Factories offer a worth while career to any young man prepared to work hard and assist in the defence and industrial development of the country

A special feature of these factories is that they provide opportunities to all types of young men from the highly qualified person with a good engineering degree to the young boy of 14 in his seventh class at school who is unable to complete his education and wishes to earn his living while he learns a trade Between these extremes there is also scope for those who have passed their Matriculation Intermediate Degree or Diploma examinations skilled mechanics foremen supervisors and workmen of all types and degrees of skill

To any one interested in engineering chemistry leather work tailoring or any manufacturing activity which calls for the application of theory and practice or even practice alone, a career in the Ordnance Factories will provide the necessary scope The need of the moment is that our youth should become technically minded and that India should become independent in the technical field To meet this demand for technical education the Ordnance Factories have introduced some training schemes conceived on the principle of earning while learning

FACTORY ORGANIZATION

The Ordnance Factories some 20 in number are State controlled units responsible to the Government for the



A w of th h y m h h p

production specially of military stores such as armaments. ammunition and explosives as well as certain types of general stores for the Defence Services such as leather and textile manufactures optical goods and scientific instru ments They are located in different parts of the country from Uttar Pradesh in the north to Madras in the south from Bengal in the east to Delhi in the west and they

employ some 70 000 persons The range of manufactures which is constantly increasing covers fireworks to air-bombs artillery vehicles to microscopes and uniforms to parachutes

All the Ordnance Factories are Centrally controlled by the Director General Ordnance Factories at Calcutta who is responsible to the Ministry of Defence of the Government of India He is assisted by 40 technical and administrative officers and a staff of about 400 Each factory is under the executive control of a Superintendent who is assisted by a Works Manager Assistant Works Managers Foremen Assistant Foremen and ordinary workmen Under the Superintendent the functions of production provisioning civil engineering and administration are carried out by the different Works Managers and Assistant Works Managers concerned Whereas the Assistant Works Manager controls a whole activity the Foreman controls a phase of that activity e g a blacksmith s shop which provides forgings for rough machining in the machine shop The Foreman assisted by the Assistant Foreman has independent charge of a workshop The Chargeman and the Supervisor are responsible for the control of parties of skilled and unskilled workers and for the correctness of the work done by them In each case the officers staff and labour are required to work with their hands and apply their mind according to their different degrees of skill

Location of Factories

The factories where the different schemes are functioning and the authorities to whom applications are to be addressed are as follows

	T g S h	F t y	L t n	A th ity t wh m ppl d t h ld b dd d
A	Boy artisan to be trained as skilled workman	Metal and Steel Factory (Steel Manufacture)	Ishapore	Superintendents of the Factory
		Rifle Factory (Engineering)	Ishapore	Do
		Gun and Shell Factory (Enginee ing)	Cossipore	Do
		(All in Calcutta Area)		
		Ammunition Factory (Ammunition Poly technic)	Kirkee	Do
		High Explosives Factory (T N T)	Kirkee	Do
		Ordnance Factory (Engineering)	Ambarnath	Do

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Location of Factories

The factories where the different schemes are functioning and the authorities to whom applications are to be addressed are as follows

	Ordn nce Parachute F ctory	K npur	Officer in Charge of the Factory
	Ordnance Factory (Jerrycan)	Wadala Bombay	Do
	Ordnance Factory (Steel Barrels)	Bhusawal Bombay	Do
B Workman un skilled to semi skilled and skilled	All the above Factories according to the re quirements of the Factories		Superintendent or Officer in Charge of the Factory concerned
C Apprentice	Gun Carriage Factory	Jubbulpore	Director General Ordnance Factories 6 Esplanade East Calcutta
	Rifle Factory	Ishapore	Do
	Gun and Shell Factory (Ammunition Factory)	Cossipore	Do
	Metal and Steel Factory	Ishapore	Do

Gun Carriage Factory (Engineering)	Jubbulpore	Superintendents of the Factory
Ordnance Factory (Engineering)	Katni	Do
Ordnance Factory (Engineering)	Kanpur	Do
Ordnance Factory (Engineering)	Muradnagar Delhi	Do
Ordnance Factory (Scientific Instruments)	Dehra Dun	Do
Cordite Factory	Aruvankadu Madras	Do
Small Arms Factory	Kanpur	Do
Harness and Saddlery Factory	Kanpur	Do
Clothing Factory	Shahjahanpur	Do

	O dnan e Pa achute Factory	I npur	Officer in Charge of the Factory
	Ordnance Factory (Jerrycan)	Wadala Bombay	Do
	Ordnance Factory (Steel Barrels)	Bhusa val Bombay	Do
B Workman un skilled to semi skilled and skilled	All the above Factories according to the re quirements of the Factories		Superintendent or Officer in Charge of the Factory concerned
C Apprentice	Gun Carriage Factory	Jubbulpore	Director General Ordnance Factories 6 Esplanade East Calcutta
	Rifle Factory	Ishapore	Do
	Gun and Shell Factory (Ammunition Factory)	Cossipore	Do
	Metal and Steel Factory	Ishapore	Do

Gun Carriage Factory (Engineering)	Jubbulpore	Superintendents of the Factory
Ordnance Factory (Engineering)	Katni	Do
Ordnance Factory (Engineering)	Kanpur	Do
Ordnance Factory (Engineering)	Muradnagar Delhi	Do
Ordnance Factory (Scientific Instruments)	Dehra Dun	Do
Cordite Factory	Aruvankadu Madras	Do
Small Arms Factory	Kanpur	Do
Harness and Saddlery Factory	Kanpur	Do
Clothing Factory	Shahjahanpur	Do

	O dnan Par chute Factory	K npur	Officer n Charge of the Factory
	Ordnance Factory (Jerrycan)	Wadal Bombay	Do
	Ordnance Factory (Steel Barrels)	Bhusawal Bombay	Do
B Workman unskilled to semi skilled and skilled	All the above Factories according to the requirements of the Factories		Superintendent or Officer in Charge of the Factory concerned
C Apprentice	Gun Carriage Factory	Jubbulpore	Director General Ordnance Factories 6 Esplanade East Calcutta
	Rifle Factory	Ishapore	Do
	Gun and Shell Factory (Ammunition Factory)	Cossipore	Do
	Metal and Steel Factory	Ishapore	Do

Gun Carriage Factory (Engineering)	Jubbulpore	Superintendents of the Factory
Ordnance Factory (Engineering)	Katni	Do
Ordnance Factory (Engineering)	Kanpur	Do
Ordnance Factory (Engineering)	Muradnagar Delhi	Do
Ordnance Factory (Scientific Instruments)	Dehra Dun	Do
Cordite Factory	Aruvankadu Madras	Do
Small Arms Factory	Kanpur	Do
Harness and Saddlery Factory	Kanpur	Do
Clothing Factory	Shahjahanpur	Do

		Ordnan Parachute Factory	I npur	Officer in Charge of the Factory
		O dnance Factory (Jerrycan)	Wadala Bombay	Do
		Ordnance Factory (Steel Barrels)	Bhusawal Bombay	Do
B	Woikman unskilled to semi skilled and skilled	All the above Factories according to the requirements of the Factories		Superintendent or Officer in Charge of the Factory concerned
C	Apprentice	Gun Carriage Factory	Jubbulpore	Director General Ordnance Factories 6 Esplanade East Calcutta
		Rifle Factory	Ishapore	Do
		Gun and Shell Factory (Ammunition Factory)	Cossipore	Do
		Metal and Steel Factory	Ishapore	Do

		Cordite Factory	Aruvankadu	Director General Ordnance Factories 6 Esplanade East Calcutta
		Harness and Saddlery Factory	Kanpur	Do
		Clothing Factory	Shahjahanpur	Do
D	Senior Draughtsman and Draughtsman	All factories as shown against Boy Artisans except the High Explosives Factory and the last five factories		Do
E	Assistant Works Manager	All factories as shown against Boy Artisans		Secretary U P S C New Delhi



L d f cto J u k g o l ght a l l

Boy Artisans—The Boy Artisan scheme is intended primarily for young boys who for certain reasons are unable to continue their academic studies but who evince an interest in manual work An educational standard up to the seventh class and an age range of 14 to 16 years are required

Both theoretical and practical training are imparted the normal period of training being three years and a half adjusted to the needs of each case Training is given in one trade e g that of turner fitter etc and on its completion the youth becomes an artisan who with experience in his trade in due course turns out to be a skilled craftsman qualifying himself for selection to the supervisory grade

During training the boys are given pay in the scale of Rs 20—½—25 plus allowances as are allowed to workmen amounting to Rs 35 to 50 a month Promotion is given on the basis of ability during training and piece work rates providing opportunity for augmenting their incomes are admissible to trainees who become sufficiently competent for such work

Skilled Workmen—A literate workman from among factory employees or recruited from outside may apply for training as a semi skilled worker and thereafter continue training up to the skilled grade The training given consists of instruction in the correct application of tools and the finer processes of the particular technical activity involved

During this training which is carried out during normal working hours the factory worker receives his regular pay and allowances—a new recruit Rs 30 p m plus allowances amounting to Rs 35 to 50 a month When sufficiently proficient he draws pay at higher rates and works on piece rates

Apprentices—The apprentice training scheme is intended for young men who have passed at least the Intermediate Examination in Science or Engineering or obtained the Cambridge School A certificate or taken a diploma or a degree in Metallurgy Physics Chemistry or Mathematics or Leather Technology The maximum age limit for candidates who have passed the Intermediate Examination is 19 and for others it is 23 years

The period of training varies from two and a half to four years and covers instruction in the theory of workshop practice and practical training in craftsmanship of the particular trade or branch of trade selected Candidates who have passed the Intermediate Examination receive pay from Rs 60 to 90 p m and graduates from Rs 80 to 90 p m plus allowances which are at present Rs 45 to 72 a month Hostel accommodation where available is provided for



Learner t l ght m h e

apprentices during the training course A successful apprentice is qualified for absorption as Chargeman or Supervisor from which position he can expect to rise in due course to Assistant Foreman and Foreman and eventually if qualified to higher managerial appointments such as those of Assistant Works Manager and Works Manager and even Superintendent of a factory During training 15 days full pay or 30 days half pay leave is admissible Hostel accommodation where provided is free of house and furniture rent and water electricity and conservancy charges

A special artisan training scheme is now functioning at the Machine tool Prototype Factory Ambarnath near Bombay which differs from the scheme mentioned above in some respects The age range is 14 to 17 years and the educational qualification is Matriculation The trades taught are those of turner fitter tinsmith and carpenter and the training period lasts five years the last two years being spent in the Machine tool Factory Theoretical as well as practical training is given

During the first three years of training the trainees are provided with free board and lodging in hostel and in addition receive pay at the rate of Rs 20 21 Thereafter they receive pay at the rate of Rs 55 and Rs 60 in the fourth and fifth years respectively plus allowances amounting to Rs 35 to 50 p m and are absorbed as skilled craftsmen eligible for promotion to higher grades Ten days casual leave on full pay and vacations of three weeks each every six months are allowed

Draughtsmen—For boys who have shown an aptitude for draughtsmanship during their school career draughtsman *training in the Ordinance Factories scheme should* make a particular appeal The scheme is in two phases *i e* training for draughtsmanship and training for senior draughtsmanship A trainee for senior draughtsmanship is required to have three years experience in an engineer

ing works or should have worked as a draughtsman for two years The courses normally last a year and are planned to give to the students under expert guidance instruction in the finer points of draughtsmanship and to produce senior draftsmen for jig and tool work—a specialist line

During training pay is given to senior draughtsmen at Rs 70 p m plus allowances and to draughtsmen at Rs 55 p m plus allowances which amount to about Rs 45 to Rs 70 p m Successful candidates are absorbed in the Ordnance Factories as Senior Draughtsmen in the scale of pay of Rs 150—225 and Draughtsmen in the scale of Rs 100—185 As a specialist the Senior Draughtsman can rise rapidly even to a gazatted grade

Assistant Works Managers—The Assistant Works Manager training scheme is for the training of candidates with engineering de rees who are below 25 years of age and who are recruited through the Union Public Service Commission This class of officers is destined to fill the higher managerial appointments in the Ordnance Factories organization

The scope of this scheme is to impart to these trainees under expert engineers and competent administrators the advanced science of their trade as applied to armaments production factory management administration and labour control. The normal training period is three years and it can be varied according to competency Trainees receive pay and allowances in the Assistant Works Manager s scale while under training i e they pay scale of Rs 350—350—380—380—410 plus allowances amounting to about Rs 70 to Rs 170 p m at present

On the satisfactory completion of training these officers are absorbed in permanent or semi permanent posts Fifteen days casual leave and 16 days earned leave in the first vea of service and 33 days in a year thereafter are admissible for

the temporary personnel and subscription to a contributory Provident Fund is permissible to them after they have been permanently absorbed when they become eligible for promotion to higher technical and managerial posts

Conditions of Service

The pay offered to the emlovees is good leave liberal and security after retirement is ensured by a generous Provident Fund system Opportunities for promotion are excellent for a person who takes his work seriously and gives of his best and the *esprit de corps* is high among the factory employees

For security of tenure it should be realized that the Ordnance Factories constitute one of the largest manufacturing organizations in the country with a production potential that can be switched over from making armaments to producing consumer goods if necessary Any large scale reduction in establishment is therefore improbable On the other hand as the country has to be made more and more self supporting in the production of defence equipment the factory organization is likely to expand with time

The Ordnance Factories have their own residential estates which accommodate a large percentage of the different classes of employees There are clubs for senior and junior grades There are excellent medical arrangements including well staffed and adequately equipped hospitals and dispensaries Thriving co-operative societies assist in keeping down living expenses Educational facilities are provided on factory estates for the employees children Transport is available for shopping and other purposes In addition there are other amenities such as child welfare and maternity centres canteens reading rooms sports etc

The various training schemes now in operation in the factories are planned to attract the right type of youth and to give the State and the individual the maximum return for honest effort

Scales of Pay

The following are the different scales of pay in the Ordnance Factories

G d	M thly P y Scale
	Rs
Supe intendent Grade I	1 300 60 1 600
Superintendent Grade II	1 000 50 1 400
Works Manager	600-40 1 000 1 050 1 050 1 100 1 100 1 150
Assistant Works Manager	350 350 380 380 30 590 EB 0 770 40 850
Foreman	360 20 500
Storeholder	300 20-460
Assistant Foreman	300 20-400
Assistant Storeholder	260 15 335
Chargeman Grade I	260 15 350
Ch rgeman Grade II	200 10 300
Supervisor A Grade	150-7 185 8 225
Supervisor B Grade	100 5 125 6 155 EB 6 185

Workmen—There are different scales varying according to trade and skill the lowest of which is Rs 30 ½ 35 and the highest Rs 135 5 155 6 185 *plus allowances* which range from Rs 35 to 50 a month The intermediate pay scale is Rs 105 5 130 Those who are put on piece-work—and they constitute a very considerable proportion of the total number—have the further opportunity of augmenting their income by their dexterity and skill which will be reflected in increased out turn and consequently increased p ece wo k earnings

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